



Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

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Head of Section: Julie Webster

Chief Officer: Julie Webster

Directorate: Public Health (on behalf of Health and Wellbeing Board)

Date: September 2022

Section 2: What Council proposal is being assessed?

The Health and Wellbeing Board has a statutory duty to produce and deliver a Health and Wellbeing Strategy for Wirral to help improve health and wellbeing in the local population and reduce health inequalities. It is therefore essential that the strategy is fair and does not discriminate against any protected groups of people.

The strategy outlines the vision, objectives and priorities based on the findings of the Joint Strategic Needs Assessment (JSNA). Using the learning from the COVID-19 pandemic, the Strategy identifies joint areas for focus, which will make the biggest difference to population health. As well as using local data, a synthesis of existing insight from local people, captured by a wide range of council and partner organisations, community voluntary and faith sector, has taken place to support the Strategy development.

In order to deliver the vision, the Strategy focusses on five key priorities where we feel we can make most impact through collective action. It is anticipated that the actions taken will have a positive impact on all population groups and that actions to address inequalities will achieve equality of opportunity for those identified with protected characteristics.

Wirral's Health and Wellbeing Strategy 2022-2027 – Priorities:

1. Create opportunities to get the best health outcomes from the economy and regeneration programmes.
2. Strengthen health and care action to address differences in health outcomes.

3. Ensure the best start in life for all children and young people.
4. Create safe and healthy places for people to live that protect health and promote a good standard of living.
5. Create a culture of health and wellbeing, listening to residents and working together.

A collaborative approach has been taken in developing this Strategy, following the direction of the Health and Wellbeing Board, a working group of partners and colleagues across the system have contributed.

The main aim of this Strategy is to reduce health inequalities. National and local data informs us about vulnerable groups who are more likely to experience health and social inequality. There are a range of factors that can increase or contribute to the risk of being vulnerable to inequality. They include, but are not limited to age, gender, disability, religion and belief, race, sexual orientation, gender re-assignment, pregnancy and maternity and marriage and civil partnership.

Where you are born and live can also impact on opportunities to access services, good housing, education and employment. Health inequalities result from social, economic and environmental inequalities. Action on health inequalities requires action across all the social determinants of health and an effective local delivery system with a focus on health equity in all policies and engagement from organisations across the system including the Council, health and care, CVF and other partners.

The Strategy is set to be approved in September 2022 at Health and Wellbeing Board, for the following five years 2022 - 2027. The Strategy will be overseen by the Health and Wellbeing Board, and progress will be monitored through an annual review. A framework to monitor progress against agreed outcomes has been developed and accompanies the Strategy.

Section 2a: Will this EIA be submitted to a Committee meeting?

If 'yes' please state which meeting and what date

YES. The Health and Wellbeing Board on 29th September 2022

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Services – Yes

The workforce – No

Communities – Yes

Other (please state eg: Partners, Private Sector, Voluntary & Community Sector) –
Yes – partners, CVF sector

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4: Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Age	<p>Potential Positive Impacts: The Strategy has a focus on Wirral residents, of all ages. There is a particular focus on Children and Young People, with a priority of the Strategy being to ‘Ensure the best start in life for all children and young people’.</p> <p>Actions will have a positive impact on children and young people across all protected characteristic groups and therefore actions will support achievement of equality of opportunity.</p>	We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.

Disability	<p>Potential Positive Impacts: The Strategy aims to improve the health of the whole population. A priority of the Strategy is to ‘Strengthen health and care action to address differences in health outcomes’ – with an area for initial focus being to use the CORE20PLUS5 approach to guide and drive local action. CORE20PLUS5 is a national NHS approach to support the reduction of health inequalities at both system and national level. The PLUS element covers population groups including people with a learning disability and autistic people, as well as protected characteristic groups.</p>	We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.
Gender reassignment	The strategy does not specifically focus on people living within the Borough who have or have not entered a marriage or civil partnership however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.	We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.
Sex	<p>Potential Positive Impacts: The Strategy aims to improve the health of the whole population. Certain protected characteristic groups are at increased risk of poor health outcomes; actions set out in this Strategy will support achievement of equality of opportunity.</p>	We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.

Race	<p>Potential Positive Impacts: The Strategy focusses on actions that will make the biggest differences to population health for all residents.</p> <p>Within the Priority to ‘Strengthen health and care action to address differences in health outcomes’ the Strategy sets out an initial area for focus will be ‘ensuring access to high-quality disaggregated data to measure performance and outcomes, including by deprivation and ethnicity. In particular, all organisations should review and improve the quality and accuracy of their data on patient ethnicity’.</p>	<p>We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</p> <p>The Strategy will be alert to differential health and wellbeing outcomes based on ethnicity and will respond should negative trends arise.</p>	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.
Religion or belief	<p>The strategy does not specifically focus on people living within the Borough who have undergone gender reassignment, however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.</p>	<p>We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight. Representatives of the CVF sector will continue to be engaged through the delivery of the Health and Wellbeing Strategy.</p>	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.
Pregnancy & Maternity	<p>Potential Positive Impacts: The Strategy complements existing strategies, plans and programmes to improve health and wellbeing and reduce inequalities. There is a particular focus on Children and Young People, with a priority of the Strategy being to ‘Ensure the best start in life for all children and young people’.</p>	<p>We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</p>	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.

	The Strategy recognises that children’s life chances are determined by the first five years of their development including pre and post birth, with action focussed on the first 1001 days, and the Strategy aims to make a positive contribution to required improvements.				
Sexual orientation	The strategy does not specifically focus on people living within the Borough of any particular sexual orientation, however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.	We will continue to use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.
Socio-economic status	Potential Positive Impacts: The Strategy recognises the impact of poor health upon people, and that this is not felt equally amongst the population, with those living in more deprived parts of the borough experiencing poorer health outcomes. The ambition of the Strategy is to address these issues, through the identification of the joint priorities and the areas for action. The Strategy recognises that socio-economic factors can have a detrimental effect on wellbeing, and it sets out to reduce poverty and health inequalities, particularly amongst vulnerable people.	Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.	Director of Public Health	2022-2027 (Duration of this Strategy)	No resource implications for the Council.

Section 4a: Where and how will the above actions be monitored?

The multi-agency Health and Wellbeing Board are responsible for the oversight of the Health and Wellbeing Strategy.

Members of the Health and Wellbeing Board will regularly update on work connected to the priorities of the Strategy. An outcomes framework, using agreed indicators aligned to each priority, will support monitoring of progress against the Strategy. Quantitative and qualitative feedback will inform an annual review of the Strategy priorities and progress.

A robust monitoring and review process will monitor the implementation of the Strategy, supported by the development of a more detailed action plan for the initial areas of focus.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 5: What research / data / information have you used in support of this process?

We have an extensive range of data to support the development of the Health and Wellbeing Strategy, including internal and external local data and intelligence, data provided by Wirral Intelligence Service, Joint Strategic Needs Assessment, qualitative insight and national public health outcomes.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7. Yes

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Consultation and collaboration has taken place with the development of the Strategy, the identification of the priorities for the Health and Wellbeing Board and the Strategy includes input from local people.

The Health and Wellbeing Board will continue to work in partnership to oversee implementation of the Strategy over coming years.

The Council has and continues to engage with a range of partners and communities to understand local needs and gather insight in relation to local population health requirements.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting its legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)**
- b) **Include any potential positive impacts as well as negative impacts? (section 4)**
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**